



Missouri National Guard

We train, fight, and win while taking care of each other as one team

FY2025

ASPIRATION

Provide a highly trained and effective state support team to assist the Missouri National Guard in achieving their mission of providing trained and disciplined forces

THEMES

Recruit, Retain & Reward Talent

Create Trust Building Communication

Fostering Team Culture & Success

Achieve Excellence

INITIATIVES

- Implement a consistent onboarding program across the state to welcome new team members and increase belonging. Develop exit survey to gather data to improve MONG practices and retention
- Create non-financial rewards and recognition to celebrate employees' contributions to successes
- Improve PLDA notification and usage process to fully reward recipients and encourage and support their professional development

- Conduct town hall meetings and email notifications to improve organizational communication for employees
- Launch statewide employee newsletter to increase employee awareness, connectedness and team unity
- Create an intranet or SharePoint site where employees can go for updated MONG information and important happenings
- Educate team members on professional development opportunities within the state for growth as well as MONG participation and visibility

- Develop and implement a leadership training specifically for federal supervisors who are supervising state employees
- Improve employee training for increased productivity and satisfaction. Phase 1 – 2025 – Understand training gaps and challenges and develop implementation plan for 2026
- Improve relationships between State Resources and Cooperative Agreement teams for better communication, process improvement and greater program success to best serve our community

- Develop partnerships with other military organizations to educate the public on veteran's services through State Resources including military funeral honors, veteran recognition medals, state archives and the military museum at ISTS
- Support MONG recruitment and retention efforts by running a highly effective tuition assistance program
- Implement a vision and goals so state employees understand the value of their role and how they support the National Guard in providing trained and disciplined forces and properly trained units